

ИҚТИСОДИЁТДА ИННОВАЦИЯ ЖУРНАЛИ
ЖУРНАЛ ИННОВАЦИЯ В ЭКОНОМИКЕ
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Khaydarova M.Sh,

TSEU masters department
"Demography. Labor economics"



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**THE FACTORS AFFECTING THE DEVELOPMENT OF
LABOR MARKET IN THE CONDITIONS OF INNOVATIVE
ECONOMY**

Abstract: The article shows the importance and role of labor market modeling in the innovative economy. Today, some authors, including Becker G. consider that the economic growth and labor markets stability consists not only personal properties, but also innovativeness of the labor market. Accordingly, innovativeness of the labor market related with some factors that lead to creating innovation not only in the labor market but also in the whole economy. The main aim of our research is to analyze, systematize the factors affecting the level of innovativeness of the labor market and to identify the relationship between innovation and the characteristics of its activities.

Key words: labor market, innovations, social innovativeness, indirect factors, direct factors, internal factors, external factors.

Хайдарова М.Ш,

ТГЭУ магистратура "Демография. Экономика труда"

**ФАКТОРЫ ВЛИЯЮЩИЕ НА РАЗВИТИЕ РЫНКА ТРУДА
В УСЛОВИЯХ ИННОВАЦИОННОЙ ЭКОНОМИКИ**

Аннотация: в статье показана важность и роль моделирования рынка труда в инновационной экономике. Сегодня некоторые авторы, в том числе Беккер Г. Утверждают что экономический рост и стабильность на рынке труда состоят не только из личных благ, но и из инновативности рынка труда. Соответственно, инновативность рынка труда связана с некоторыми факторами, которые приводят к созданию инноваций не только на рынке труда, но и во всей экономике. Основной целью нашего исследования является анализ, систематизация факторов, влияющих на уровень инновативности рынка труда, а также выявление взаимосвязи между инновациями и характеристиками его деятельности.

Ключевые слова: рынок труда, инновации, социальные инновации, косвенные факторы, непосредственные факторы, внутренние факторы, внешние факторы

INNOVATSION IQTISODIYOT SHAROITIDA MEHNAT BOZORINING RIVOJLANISHIGA TA'SIR ETADIGAN OMILLAR

Annotatsiya: Maqola innovatsion iqtisodiyotda mehnat bozorini modellashtirishning ahamiyati va rolini ko'rsatadi. Bugungi kunda, ba'zi mualliflar, jumladan, Bekker G.ning fikricha, mehnat bozorida iqtisodiy o'sish va barqarorlik nafaqat shaxsiy manfaatlardan, balki mehnat bozorida innovatsionlikni ham o'z ichiga oladi. Shunga muvofiq, mehnat bozorining innovatsionligi nafaqat mehnat bozorida, balki butun iqtisodiyotda innovatsiyalarni yaratishga olib keladigan ayrim hollar bilan bog'liq. Tadqiqotimizning asosiy maqsadi mehnat bozorida innovatsiyalar darajasiga ta'sir ko'rsatadigan omillarni tahlil qilish, tizimlashtirish, shuningdek, innovatsiya va uning faoliyati xususiyatlari o'rtasidagi munosabatlarni aniqlashdan iborat.

Kalit so'zlar: mehnat bozori, innovatsiyaalar, ijtimoiy innovatsiyalar, bilvosita omillar, bevosita omillar, ichki omillar, tashqi omillar

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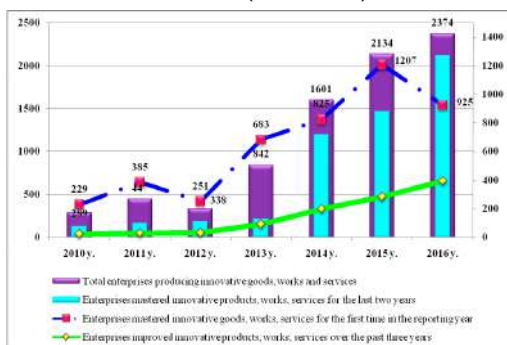
Introduction

In modern economic conditions, that is characterized by the competition, the successful functioning and remaining sustainable of the economy of enterprises, but also the national economy as a whole, is impossible without highly developed innovation system. In these terms innovative activity of all participants of labor market is being very crucial day by day. We can name this kind of innovative activity as social innovations just because, the results of these innovative activities lead to economic growth by improving social sphere of our economy. Nowadays, the problem of studying innovations and the factors influencing innovations in any sphere of the economy is not new. This theme has been studied from early 2000s. For instance, the Yonsei University economist Ye Seul Choi in his research find out that the role of technological innovation is especially important in Korean economy because the country has experienced remarkable economic growth driven by technological innovation since 1990. The Korean government has been aware of the importance of developing technological advantages through innovation activity since the early 1990s, extending the inter-regional industrial link structure, and shifting the locus of research and development (R&D) from the government to private firms. This increasing awareness of the role of technological innovation in Korea was also reflected in the explosive growth in patent applications since the 1990s, which soared dramatically from 127,810 to 430,164 from 1992 to 2013.

Moreover, Russian economists V. Yachmeneva and G. Vol'ska studied the factors influencing the enterprise innovations and according to this research, they separate such kind of factors into two main groups: factors of indirect impact and factors of direct impact. And then they separate sub-groups such as political, social, legal, environmental, economic factors and show positive results. Maybe, this kind of classification is acceptable for micro sphere but for the social innovation sphere of the economy it can not be fully accepted. That's why we offer the classification proceeding from the object of our study (labor market).

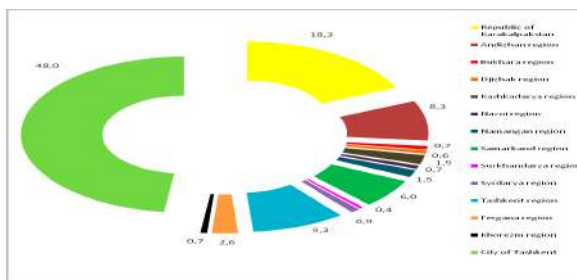
Reforms in the modernization of production in our country require not only the modernization of technologies and technological processes used in enterprises, but also an innovative approach to management and accounting. In this context, it is extremely important to study some aspects that are used in assessing products produced by an enterprise. The diagram below shows the dynamics of enterprises and organizations producing innovative goods, works and services on own account in recent years.

Figure 1
Number of enterprises and organizations producing innovative goods, works and services (2010-2016)



The number of enterprises and organizations producing innovative goods, works and services grew up 8 times from 2010 to 2016 from 289 to 2374 units. Enterprises that first mastered the production of innovative products, works and services increased by 696 units.

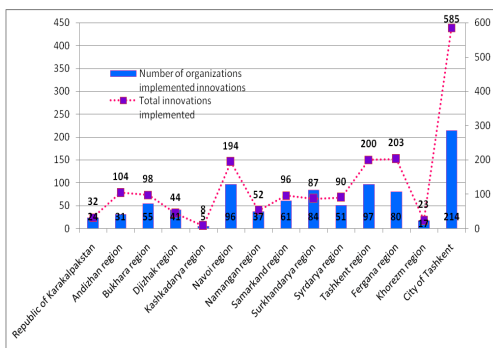
Figure 2
Volume of innovative products, works and services produced in 2016 (VAT and excluding tax)



In the context of territories in 2016, the share of innovative products, works and services in the city of Tashkent was 48 percent, the Republic of Karakalpakstan - 18.3 percent, Tashkent region - 9.3 percent and the Andizhan region - 8.3 percent, the rest regions - 16,1 percent In 2010, innovations were financed mainly at the expense of the organization's own funds (69.7 percent). Since 2014, the share of other funds has increased (55.4 percent). In 2016, financing at the expense of the organization's own funds increased 6.4-fold compared with 2010.

In 2016, costs of technological, marketing and organizational innovations were financed at the expense of own funds - 45.9 percent (1180.0 billion soums), foreign capital - 12.2 percent (314.9 billion soums), commercial bank credits - 6.1 percent (157.3 billion soums) and other funds - 35.7 percent (919.1 billion soums). In 2016, 893 enterprises and organizations implemented 1816 types of technological innovation. Out of the implemented technological innovations 44 percent (799) belong to small enterprises and microfirms.

Figure 3
Number of organizations implementing innovations and number of innovations.(2016)



In 2016, each innovation-active organization introduced an average of 2 innovations. In particular, each innovative-active organization implemented 3 innovations in Andizhan region, Fergana region and in the city of Tashkent, an average of 2 innovations in Bukhara, Kashkadarya, Navoi, Samarkand, Syrdarya and Tashkent regions, an average of 1 innovation in the Republic of Karakalpakstan, Djizhak, Namangan, Surkhandarya and Khorezm regions.

There are several factors that are actual and influence the innovativeness of the labor market in our economy. First, we are going to analyze the relationship among these factors and then classify them. In this way, we can choose the factors which influence to grow up the number of innovations not only in the organizations but also the whole labor market such as the cost of organizational factors (HR policy, HR performance, the organization of labor), total number of labor force, foreign investments for innovations, commercial bank credits, private investments for our factorial analysis.

Table 1
The factors which affect to grow up the number of innovations (2010-2016 years)

Year	Total number of labor force	Number of innovations	The cost of organizational factors (bln soums)	Foreign investments	Commercial bank credits
2010	12978386	264,4	184,3	48,3	30
2011	13434524	372,6	263,2	24,9	63,7
2012	13748132	311,9	213,4	39,9	26,8
2013	14075945	4634,2	2501,5	1228,7	533,5
2014	14405658	3757,4	1381,5	32,3	262,5
2015	14721576	5528,3	1251,8	156,6	280,1
2016	15030659	2571,4	1180	314,9	157,3

H1: the cost of organizational factors strongly related with the innovation growth
We use the statistic app Minitab 16 for checking our hypothesis'.

Table 2 given below shows the descriptive statistics of our variables.

Variables	Mean	StDev	Minimum	Maximum
Total number of labour force (bln.p)	14056411	725474	12978386	15030659
Number of innovations	2491	2222	264	5528
Cost of organizational factors (bln sum)	997	849	184	2502
Foreign investments (bln sum)	264	438	25	1229
Commercialbank credits (bln. sum)	193,4	182,8	26,8	533,5

H2: the total number of labor force is the strong factor that impact the growth of innovations

H3: foreign investments have weak impact on the number of innovations

H4: commercial bank credits is the strong factor influencing to the innovation growth.

We tested hypotheses using regression analysis to determine the relativeness among factors. Our regression equation is

$$NOI = - 0,000009 LF + 1,31 COF - 3,86 FI + 12,1 cbc$$

$$S = 1686,91 \quad R-Sq = 52,0\% \quad R-Sq(adj) = 42,4\%$$

According to our regression model the total number of labor force and foreign investments have the adverse impact on the growth of innovations that's why we can call them as weak factors. And cost of organizational factors and commercial bank credits are the strong factors influencing the number of innovations in our country.

We can conclude that, creating or implementing innovations is not depended by the macro factors such as labor force number or foreign investments. Innovations' growth is related with micro factors which lead to reducing different risks for innovations.

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